

NAVY RECRUITER

Magazine for Navy Recruiters

February 2003



CNRC honors its
best at ROY Week

AS IN THE HEART OF THE PEOPLE
FOR WHOM HE SAID THE UNION
THE MEMORY OF ABRAHAM LINCOLN
IS ENSHRINED FOREVER

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On the cover: Front: NCC James Gray, Reserve Recruiter of the Year and DC1(SW) Yenier Ramirez, Active Duty Recruiter of the Year, were among those honored at ROY Week in Washington, D.C., Dec. 2 to 4.
Back Cover: Front row(L-R): NCC Franklin Tiongco, BM2(SW) Juan Gonzalez, Lt. Cmdr. Debra Morgan and NCC(FMF) George Johnson. Back row(L-R): QMC(SW) Lee Wright, NCC(SW) Gregory Dickey and Lt. Jimmy Ryals.

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Submissions should be sent to:
Editor, Navy Recruiter Magazine
Navy Recruiting Command
Public Affairs (Code 00P)
5722 Integrity Dr. Bldg. 784
Millington, TN 38054-5057
Telephone: (901) 874-9048
DSN: 882-9048
Fax: (901) 874-9074
email: nrmagazine@cnrc.navy.mil

Rear Adm. Jeffrey L. Fowler
Commander, Navy Recruiting Command

CNOCM(SW) Kenneth W. Cromer
Navy Recruiting Command, Force Master Chief

Lt. Bill Davis
Managing Editor

JO1 Sonja Chambers
Editor

JO2 Chris Conklin
Editor/Layout

PH2(AW) Justin Bane
Graphics/Cover Photo Illustration



Photo by PH2(AW) Brett Dawson

Rear Adm. Fowler joins the ROY awardees during the Navy League of the United States luncheon Dec. 2.



Rear Adm. Jeffrey Fowler
Commander, Navy Recruiting Command



Photo by PH2(AW) Brett Dawson

Rear Adm. Fowler takes time out to chat with Melissa Ramirez, wife of DC1(SW) Yenier Ramirez, Active Duty Recruiter of the Year and their daughter, Natalee, at the Fleet Reserve Association luncheon Dec. 3.

Congratulations to all ROY Winners!



Photo by PH2(AW) Brett Dawson

Above: Rear Adm. Fowler speaks at the ROY award ceremony at the Navy Memorial Dec. 4.



Photo by PH2(AW) Brett Dawson

Left: Rear Adm. Fowler speaks with the ROY awardees during a tour in Washington, D.C., Dec. 4.



Congratulations to all of Navy Recruiting Command

We just returned from a superb trip to the nation's capitol for our 2003 Recruiter of the Year Week! In this issue, you will find recaps of all the events and meet the Recruiters of the Year. I'd like to add a few of my observations and comments.

You often hear recruiting referred to as the "Battle for Talent." That battle is waged on the streets, the high school and college campuses around the world, and you are the warriors that wage the battle. Each member of Navy Recruiting Command, support or production, plays a critical role in winning that battle.

At Washington, D.C., we brought a handful of you in for recognition: the Classifier of the Year, the Active and Reserve Zone Supervisors of the Year, the Active and Reserve Recruiter's in Charge of the Year, the Active and Reserve

Officer Recruiters of the Year and the Active and Reserve Recruiters of the Year. The recognition these Sailors receive is significant, and they are each very deserving of that recognition.

One thing I like to keep in focus is that, while we formally recognize those few, they are actually representing the hard work and achievements of all the Sailors in the recruiting family. As you read the stories of this issue and see the pictures of the events of the 2003 Recruiter of the Year Week in Washington, remember that this is for you as well.

As I write this article I am looking back on 28 consecutive months of mission attainment. Beyond the attainment, we are also sending better Sailors to the fleet than we were a few years ago. We are winning the battle. The job each of you does is very important,



CNOCM(SW) Kenneth Cromer
Navy Recruiting Command Master Chief

and you are doing it in an outstanding manner.

I wish we could bring all of our active and Reserve recruiters and families and all the support personnel to the Recruiter of the Year Week, because you each deserve a part of the recognition. While we can't do that, I can take this opportunity to congratulate

each of our award winners at the National, Region, Reserve Area and Recruiting District levels that could not go to the Recruiter of the Year Week and to tell each of you that did not earn an award this year that the job you do is appreciated as well.

Navy Recruiting Command is more successful today than it has ever been in the history of the all-volunteer Navy. That is due to the daily efforts of every Sailor assigned.

Well Done!



Photo by PH2(AW) Brett Dawson

Adm. Vern Clark, Chief of Naval Operations, speaks with CNOCM(SW/AW) Evelyn Banks, prospective Navy Recruiting Command Master Chief; CNOCM(SW) Kenneth Cromer, Navy Recruiting Command Master Chief; and NCC(SW) David Paradise during a Pentagon visit Dec. 4.

Recruiter of the Year Week first to honor Reserves

Story by JO2 Chris Conklin
CNRC

Fiscal year 2003 saw many firsts for Navy Recruiting Command. Recruiters from across the country attained national goal for every month again, and Naval Reserve recruiters came on board to create a total Navy recruiting force, just to name a couple. Like the trend of firsts for recruiting, Recruiter of the Year Week followed suit by honoring Naval Reserve recruiters shoulder-to-shoulder with their active duty counterparts.

ROY Week annually allows CNRC to show off some of the best recruiters and recruiting support personnel in the business to the senior Navy leadership in Washington, D.C. And this year, the Navy's leadership was more than willing to congratulate recruiting's best.

"We are so proud of the recruiters because they worked hard; they deserve the recognition that they're getting here tonight, both the active and the Reserve recruiters," said Vice Adm. Gerald Hoewing, Chief of Naval Personnel, after the annual ROY awards banquet Dec. 4. "Active and Reserve recruiters are constantly out there working in a tremendously difficult environment, working hard day, night and



Photo by PH2(AW) Brett Dawson

The Honorable Gordon R. England, Secretary of the Navy, meets ROY winners during a visit to the Pentagon Dec. 4.



Photo by PH2(AW) Brett Dawson

Nine ROY awardees gather at the Navy Memorial in Washington, D.C. This was the first ROY Week that incorporated the Naval Reserve winners.

weekends, and to have the opportunity to participate in a recognition ceremony of the best of the best is a tremendous honor."

Hoewing said the recruiters and their success is essential to the Navy's mission, saying they bring in the raw material in which the Navy makes the finest Sailors the world has ever seen, and they continue to help to increase the quality of Sailors in our Navy.

Recruiters of the Year and their spouses took part in a whirlwind tour of the Washington, D.C., area, where they visited the offices of senior Navy officials, including Terry D. Scott, Master Chief Petty Officer of the Navy, and Adm. Vern Clark, Chief of Naval Operations. The Honorable Gordon

See ROY page 19



Photo by PH2(AW) Brett Dawson

ROY awardees took tours of various places around Washington, D.C., including the Iwo Jima Memorial. "I have never been to D.C., so I have only seen things like the [Tomb of the Unknown Soldier] on television," said NC1 James Gray, Reserve Recruiter of the Year. I didn't realize the scale of the monuments and of the national cemetery. I can't say enough about the experience."

2003 Navy Recruiters of the Year

ACTIVE ENLISTED PROGRAMS RECRUITER OF THE YEAR

**DC2(SW) YENIER RAMIREZ*

NRD MIAMI

RESERVE ENLISTED RECRUITER OF THE YEAR

**NC1 JAMES A. GRAY*

AREA WEST

ACTIVE OFFICER PROGRAMS RECRUITER OF THE YEAR

**LT JIMMY L. RYALS*

NRD JACKSONVILLE

RESERVE OFFICER PROGRAMS RECRUITER OF THE YEAR

**LCDR DEBBIE MORGAN*

AREA WEST

CHIEF RECRUITER OF THE YEAR

NCCM KEITH A. MILO

NRD DALLAS

ACTIVE ZONE SUPERVISOR OF THE YEAR

**NCC(SW) GREGORY DICKEY*

NRD HOUSTON

RESERVE ZONE SUPERVISOR OF THE YEAR

**NCC FRANKLIN TIONGCO*

AREA SOUTHEAST

ACTIVE RECRUITER IN CHARGE OF THE YEAR

**BM2 JUAN R. GONZALEZ*

NRD MIAMI

RESERVE RECRUITER IN CHARGE OF THE YEAR

**NC1(FMF) GEORGE JOHNSON*

AREA CENTRAL

CLASSIFIER OF THE YEAR

**QMC(SW) LEE M. WRIGHT*

NRD DALLAS

SUPPORT PERSON OF THE YEAR

YNI(SW) SCOTT BARRETT

NRD BUFFALO

ACTIVE RECRUITING "R" (GOLD)

NRD DENVER

RESERVE AREA COMMAND OF THE YEAR

AREA NORTHEAST

ENLISTED PROGRAMS DISTRICT OF THE YEAR

NRD DENVER

OFFICER PROGRAMS DISTRICT OF THE YEAR

NRD DENVER

ZONE OF THE YEAR

CENTRAL ZONE/NRD HOUSTON

NRS OF THE YEAR (LARGE)

NRS HIALEAH/NRD MIAMI

NRS OF THE YEAR (MEDIUM)

NRS ORANGE PARK/NRD JACKSONVILLE

NRS OF THE YEAR (SMALL)

NRS GEORGETOWN/NRD ATLANTA

ADVANCE PROGRAMS TEAM OF THE YEAR

NRD SAN FRANCISCO

MOST IMPROVED DISTRICT OF THE YEAR

NRD CHICAGO

* Denotes those who attended ROY Week activities in Washington, D.C.

Friends of the Navy

Commander, Navy Recruiting Command would like to thank the following organizations for their contributions to the 2003 Recruiter of the Year Week festivities.

Catholic War Veterans, USA Inc.

Disabled American Veterans

Fleet Reserve Association

FRA, Ladies Auxiliary

FRA, Branch 4

FRA, Branch 181

FRA, Branch 67

GEICO

Naval Submarine League

Naval Sea Cadets Corps

Navy Club of the USA

Navy League of the United States, National Capital Council

Non Commissioned Officers Association

USAA

U.S. Navy Memorial

Recruiter of the Year enjoys success in hometown

Story by JOC Sandra V. Ramirez
NRD Miami

Hialeah, Fla., native, DC2(SW) Yenier Ramirez, used his knowledge of the local community to achieve success as Navy Recruiting Command's Enlisted Recruiter of the Year.

"Petty Officer Ramirez is very sharp," said ABE2(AW) Alexei Roque, a fellow recruiter of Ramirez. "He is focused and knows what he needs to do in order to accomplish the mission."

Ramirez, of Navy Recruiting Station Hialeah, CNRC's Large Station of the Year, reported to Navy Recruiting District Miami two years ago. He admitted

feeling stressed as a rookie recruiter when he discovered this job was more than he had anticipated. But he soon adjusted to the demands of recruiting, and it became his lifestyle. He quickly learned how important his job would be as he recruited young men and women in his hometown. People walking into his office felt they could relate to the Hialeah native, and he immediately realized the responsibility that this would bring and embraced it.

"These kids and I come from the same background," he explained. "When applicants talk to me, they feel at ease. Growing up around here can be pretty



Photo by JOC Sandra V. Ramirez

DC2(SW) Yenier Ramirez checks on potential applicants at Miami Springs Senior High School's registrar's office.

tough, so we are here to show them that the Navy is a good route to success; that they have a future in the Navy just like I do."

His new outlook on recruiting quickly gained the admiration of those around him.

"He is a great human being who has all the qualities needed to make a great recruiter," said his supervisor, BM2(SW) Juan R. Gonzalez. "He is loyal to the Navy and to his team."

Ramirez, who lives in South Florida with his wife, Melissa, and their 18-month-old daughter, Natalee, will be the first to admit that it's not easy combining the professional and personal aspects of his life. But he stays focused and tries to motivate those around him.

"I have a great support system in my family and my team," he said. "That's why I was selected as Recruiter of the Year. Sometimes it's not easy, but my family supports me 100 percent,

and my team and I are on the same page. We know we'll have good days as well as bad days, but we don't give up – we keep pushing and stay consistent."

The drive to succeed has allowed Ramirez to be a success in his six-year Navy career. He knows the benefits of setting goals and achieving them. He obtained 54 new contracts and a 10 percent DEPper attrition rate. He effectively maintained his DEPper pool, keeping them highly motivated and involved in their Navy indoctrination and PQS qualification, leading to zero RTC attrites in FY03.

"Working with DC2 has been quite helpful for me," said Roque. "I've been able to get advice from the best in the business and that has made recruiting that much easier for me. I'm lucky to be working with him."

"One of the many things I can say that I've learned from DC2 is that **See Ramirez on page 20**



Photo by JOC Sandra V. Ramirez

DC2(SW) Ramirez visits classes at Miami Springs Senior High School to inform students of the opportunities available in the Navy.

Teamwork and planning build a winner

Story by JOC (SQ/SW) Kelly Firebaugh
NRD St. Louis

Eight years ago, James Gray was a paramedic looking for a different direction in life. Now he is a newly frocked Chief Petty Officer in the United States Navy and the Naval Reserve Recruiter of the Year.

Gray, a Neosho, Mo., native, pens it up to teamwork with his local active Navy recruiters and planning ahead.

"I wouldn't be here without the active recruiters in the area," said Gray. "This past year alone, my area received seven NAMs (Navy/Marine Corps Achievement Medal) for referrals to NRD St. Louis. I sit with [the active recruiters] and scan their old R-Tools and P-cards for people that may not be eligible for them, but are for me. They also call me up when they have someone call them that would fit our requirements. Teamwork is the key."

Gray has been assigned to the Cape Girardeau, Mo., recruiting area, which covers hundreds of miles across Southeast Missouri and Southern Illinois, for the past 18 months. With such a large area to cover, he is always looking to the future.

"I did okay when I got here, and then it got a little harder," he explained. "I found out you need to start looking for the prospects early and planning out a month ahead. At the end of the last year, I decided I was going to turn my production around. I went into October with my contracts already set up and I already



Photo by JOC(SQ/SW) Kelly Firebaugh
NC1 James Gray keeps in touch with applicants while assigned to the Cape Girardeau, Mo. recruiting area.

had my mind on November."

With the selection as Reserve Recruiter of the Year, Gray had one more surprise lined up for him, a new khaki uniform. Recruiter of the Year is an automatic meritorious promotion.

"I was shocked," he said. "When Capt. Nagelin called me up for the Area West and Reserve Recruiter of the Year, I knew those awards were coming, but I had

no idea I was going to get a promotion. It was probably the most exciting moment of my life."

It shouldn't have been too much of a surprise though, as Gray has Navy in his veins. His father was a dental technician and his uncle and grandfather also served their country as Sailors. After four years in SELRES and three and a half more in the Active Reserves, Gray has plenty more to give and is looking forward to that time.

"I don't know where they will transfer me next, but until then, I plan on trying for a repeat as recruiter of the year."



Photo by PH2(AW) Brett Dawson
Adm. Vern Clark, Chief of Naval Operations, advances DC2(SW) Yenier Ramirez and NC1 James Gray during a ceremony at the Pentagon Dec. 4. The Active and Reserve Enlisted Recruiters of the Year are meritoriously advanced to the next paygrade.

Officer recruiter of the Year offers a chance to all

Story and photo by JOC(SW) Matthew Gowan
NRD Jacksonville

Chance.

"Every single person out there deserves a chance. Someone out there gave me a chance when I wanted to join the Navy," said Lt. Jimmy Ryals, a Eustis, Fla., native, who enlisted in 1982 as an aviation fire control technician.

Once given the chance, Ryals ran with it.

He was a young second class petty officer serving at NRS York out of NRD Harrisburg when he realized it was time to take another chance. So he applied for the Enlisted Education Advancement Program, was selected, and went to college for two years.

"I focused on it just like a job. It was my 40-hours every week. I made a schedule to include classes and studying time," he said of the two years studying in General Education fields at Florida Community College.

"I had so much confidence in myself that I knew I could do anything. I was looking for another challenge...another tree to fell."

After two years there, it was time to take another chance.

"I had excelled in electronics. I was looking for a career change. I wanted to do more to support my family, so I started to research professions."

That research took him to the field of nursing.

"It's a high-demand field. I put in my package for the Medical Enlisted Commission Program, and the Navy took another chance on me," he said.

In May of 1995, after spending two years in the Nursing Program at the University of North Florida, Ryals graduated and earned his commission as an ensign in the Navy Nurse Corps.

He said that his time as an enlisted sailor cannot be overvalued.

"My Good Conduct medals," he said pointing to his left breast, "they got me where I am today. They are my most precious items. I will cherish them."

After a tour as division officer at Camp Lejeune's Post-Anesthesia Care Unit sandwiched between tours at Naval Hospital Jacksonville, it was time to take another chance, and he reported to NRD Jacksonville.

"I absolutely enjoyed recruiting before. My prior tour in recruiting is responsible for my commission," he said. "Recruiting duty was a personal challenge. An individualized challenge for me."

But this time he would not be working the high schools or searching in the workforce. Now he would be responsible for recruiting professionals into the Navy's medical and dental ranks. He said there is no difference in recruiting these people.

"People join the Navy because of the person recruit-



Lt. Jimmy Ryals is surrounded by his many awards for Navy Recruiting.

ing them. You have to show enthusiasm for your job," said Ryals. "The person representing the Navy must be excited and enthusiastic about what they're doing. The doctor is no different than the kid in the machine room."

Ryals said it is critical to focus on the person.

"I serve them," he said. "My set goals are to make someone else's life better. I want to give them an opportunity. This is all about giving. You have to give it your best."

And give it his best he did.

For FY03, Ryals earned the LEADS Officer Recruiter of the Year, Medical and Dental Officer Recruiter of the Year and Officer Recruiter of the Year for NRD Jacksonville. He also earned the Region South's Diversity Recruiter of the Year, Medical Programs Officer Recruiter of the Year and the Officer Programs Recruiter of the Year.

To top it all off he also earned honors as CNRC's Officer Recruiter of the Year. This is the third year in a row that an officer recruiter from NRD Jacksonville has earned the award.

"The awards stuff comes," he said. "It's not why I'm out here."

He also said there's not a special attitude for recruit-

See Ryals on page 20

Morgan finds success in hard work

Story by JO1 Sonja Chambers
CNRC

Lt. Cmdr. Debra Morgan, CNRC's Reserve Officer Programs Recruiter of the Year, has had a successful year in recruiting.

In FY03, Morgan put 63 officers into the Naval Reserve, but she's had to work hard for the success.

"I didn't do very well when I first started," Morgan said. "I didn't make goal my first year. I started in a brand new market, and I didn't come in behind anybody, so I had to create my market."

"They actually were going to fire me, but I said this job is for me. I really want to do it," Morgan said.

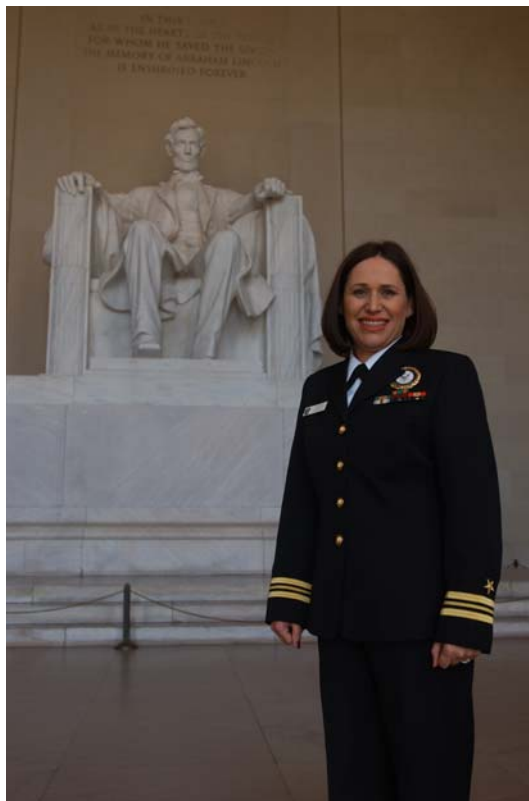


Photo by PH2(AW) Brett Dawson

Lt. Cmdr. Debra Morgan visits the Lincoln Memorial in Washington, D.C., Dec. 2.



Photo by PH2(AW) Brett Dawson

Lt. Cmdr. Debra Morgan, CNRC Reserve Officer Programs Recruiter of the Year, receives her award during the ceremony Dec. 4. Pictured L to R: Vice Adm. John Cotton, Chief of Naval Reserve; Vice Adm. Gerald Hoewing, Chief of Naval Personnel; Morgan; Donald Morgan, spouse; and Rear Adm. Jeffrey Fowler, Commander, Navy Recruiting Command.

"That's when it turned around, and I got a little bit more training and people came out to help me. I went full force with it."

Her dedication has paid off.

Morgan won Officer, Minority and Medical Recruiter of the Year for Area West this year. She put in the most medical officers in the whole Naval Reserve.

"I don't think [recruiting's] tough," she said. "When you love something this much, it's very natural. I love the Navy, and I believe in it."

Morgan became a 1687 Restricted Line Officer, a full-time recruiter, this year.

"Recruiting isn't for everybody," she said. "You have to have the right mentality."

"I almost try to talk people out of [getting into recruiting], so they understand how difficult is. If they make that choice to come in, then

they understand the reality of it," Morgan said.

She enjoys helping people serve their country.

"[Joining the Reserves] is a total life change for people," she said. "It's great to be a part of that. There are so many benefits to the Reserves. There's not one thing that sells people. It's the whole package."

Being honored as the Reserve Officer Programs Recruiter of the Year has shown Morgan that her work matters.

"It is truly amazing," she said. "I feel very honored. I believe you have to have a goal and you have to go after it. You have to believe in it. That's what I did. I said, 'I'm going to make this happen.'"

"It's also great to meet [Adm. Vern Clark, Chief of Naval Operations, Vice Adm. Gerald Hoewing, Chief of Naval Personnel and Vice Adm. John Cotton, Chief of Naval Reserve.] They're no different than you or I," Morgan said. "They care about what I say, what I do and the mission that I'm doing. And they truly care about it."

Houston Sailor credits team with award

Story by JO1 Sue Roland
NRD Houston

In a district that just celebrated making new contract objective goal for 89 months in a row, the recruiters all have some success stories. For NCC(SW) Gregory Dickey, who was selected Commander, Navy Recruiting Command's Zone Supervisor of the Year, it is a very humbling experience.

"I didn't do this on my own," said Dickey. "It takes a true team effort to win this award, and I'm proud of everyone in my zone."

Dickey, who is Navy Recruiting District Houston's Central Zone Supervisor, said his experience in recruiting has taught him what to do and what not to do when it comes to recruiters and leadership. Central Zone, which comprises six recruit-



Photo by JO1 Sue Roland

NCC(SW) Gregory Dickey goes over paperwork with NRS Gulfgate RINC, YN2(SW/AW) Rogelio Acuna. Dickey is in charge of the Central Zone of NRD Houston.

ing stations and 22 recruiters, was also selected as CNRC's Zone of the Year.

"Central Zone never started out to be zone of the year," said Dickey. "I have great RINC's and recruiters who like their jobs and understand how important their jobs are. They consistently make their mission month in and month out."

When he came to NRD Houston in 2000, he started out as a district trainer, and eventually took over Central Zone.

"When I became Zone Supervisor, this zone was last in our Region," he said. He saw a challenge and worked to improve his zone. "It's truly about listening and training your people," he said. "A zone supervisor is just like being leading chief petty officer at any other command," he said. "A good leader takes care of their people and is concerned about their quality of life, advancement, and their family. You also need to recognize what is important to your people and let them know that you will be supportive."

He truly believes that the Recruiters in Charge are the heartbeat of the stations and the zone.

"I've had the same RINC's for nearly two years," he said. Dickey was a RINC at NRD Buffalo, so he knows the challenges his people face each day. "These people were here when I took over the zone. They know their jobs and know



Photo by PH2(AW) Brett Dawson

NCC(SW) Gregory Dickey, CNRC Zone Supervisor of the Year, receives his award during the ceremony Dec. 4. Pictured L to R: Vice Adm. Gerald Hoewing, Chief of Naval Personnel; Charlene Dickey, spouse; Dickey and Rear Adm. Jeffrey Fowler, Commander, Navy Recruiting Command.

See Dickey page 21

Reserve Zone Supervisor of the Year achieves success

Story by JO2 Chris Conklin
CNRC Public Affairs

Having a goal and working toward it is the key to success for NCC Franklin Tiongco, Navy Recruiting Command's Reserve Zone Supervisor of the Year.

"Perseverance will get you through anything," Tiongco said.

The Philippine native has had recruiting success in the past. Tiongco earned Reserve Area Northeast Recruiter of the Year in 1999 as a recruiter in Pittsburgh, Pa. He is now a zone supervisor for Area Southeast with 18 recruiters.

Tiongco joined the Navy in 1991 but got out after four years. He had only been out three months when he joined the Naval Reserve.

"I missed the camaraderie [the Navy provides]," Tiongco said.

He soon applied for a recruiting job.

"I would interview folks who got off active duty and we were putting them into the Reserves as veterans," Tiongco said. "The camaraderie was one of the biggest things I talked about."

"[The Reserves] do LEADS when people first get out. People would call and say they wanted to join the Reserves when they got home. I'd try to talk them into staying enlisted," Tiongco said.

Tiongco said he enjoys the social aspects of recruiting the most.

"The interaction with people, not just the applicants, but the recruiters too," he said. "Being a RINC and now a zone supervisor,



Photo by JO2 Chris Conklin

NCC Franklin Tiongco, CNRC's Reserve Zone Supervisor of the Year, looks at the September 11, 2001, memorial in the Pentagon Dec. 4.

what I get out of recruiting now is the mentorship and helping a recruiter progress and seeing the change in that recruiter.

We get brand new recruiters and teach them about sales," Tiongco said. "As a supervisor, you can't really just teach them, they have to have the motivation to do it. What I love most about [recruiting] now is to see somebody progress through the ranks."

"I believe in the product. The Navy is a good thing for people and I believe other people should know about what the Navy has done for me."

"It's an honor to be selected as a national Zone Supervisor of the Year because there are so many others out there," Tiongco said. "With the consolidation and this being the first time the Reserves attended ROY week, makes it even more special."

Tiongco has always been around the Navy.

"My father was a retired master chief who served as the master chief for CINCPACFLT," Tiongco said. "He was always a driving force behind me."

Tiongco considers the job as zone supervisor as recruiting the

job to his recruiters.

"You have to keep them motivated for the job that they're doing," he said. Looking after his shipmates is another important aspect of his job.

"I tell my people to take care of stuff at home first. If you're worried, you're not going to be successful for [recruiting]."

As CNRC's Reserve Zone Supervisor of the Year, Tiongco has had many reasons to be proud lately, but his proudest moment stems from his team of recruiters.

"We had a zone meeting in June, and the recruiters decided to make 300 contracts by the end of the year. I would never trade that moment," he said. "The team came together and the motivation level went up."

"I love the hunt. When I overhear an interview, I have to stop myself from going in and taking over," Tiongco said. "You have to let the recruiters learn from their mistakes. I don't want to see my recruiters fail, but they have to learn."

"There's no school in the world that can prepare you to be a zone supervisor," Tiongco said. "But it's a great job."

February is Black History Month

Naval History

April, 7 1942

Navy accepts African Americans for general service

Aug. 31, 1943

Commissioning of USS HARMON (DE-678), first Navy ship named for an African American Sailor

March 8, 1945

Phyllis Daley becomes the first African-American Ensign, Navy Nurse Corps

March 15, 1947

Ensign John W. Lee becomes first African-American officer commissioned in Regular Navy. He was assigned to USS KEARSARGE

July 26, 1948

President Harry S. Truman orders desegregation of the Armed Services

June 3, 1949

Wesley A. Brown becomes the first African-American to graduate from the U.S. Naval Academy

July 1, 1972

Date of rank of Rear Admiral Samuel Lee Gravely, Jr., who was the first U.S. Navy Admiral of African-American descent

Person in Me campaign focuses on diversity

Navy Recruiting Command is not only committed to ensuring that diversity within the Navy reflects the diversity of the nation, but also to working towards having all jobs in the Navy reflect that diversity. Diversity is the creativity, culture, ethnicity, gender, race, religion, skills and talents of Sailors and civilians that enhance the mission readiness of the Navy. Mission readiness is vital to accomplishing today's warfighting, peacekeeping, humanitarian, and other missions. The U.S. Navy is a diverse group of men and women, from many walks of life, who perform together as a cohesive team to accomplish their missions as they admirably serve to defend our nation.

In the summer of 2003, Navy Recruiting launched the "Person in Me" advertising campaign, which specifically targeted young African-Americans. The campaign was created by GlobalHue, an advertising partner with Campbell-Ewald, the Navy's advertising and marketing communications agency since September 2000. While the general *Accelerate Your Life* campaign has always had specific African-American media targets, research found that African-Americans were interested in obtaining skills that would lead to career success, and that they would more likely consider the Navy when they were aware of the significant career opportunities the Navy could offer. This message was provided in the "Person in Me" ad campaign.

The ad campaign includes spots on radio and TV, as well as print advertisements in national magazines and posters.





Looking to the future

Abraham Lincoln said, "The struggle of today is not altogether for today - it is for a vast future also." All the ROYs have worked hard to provide the Navy with quality Sailors that will ensure the future success of the Navy. Here, the ROYs get a tour of the Library of Congress Thomas Jefferson Building, which opened in 1897. The tour guide points out the 75-foot high ceiling that is decorated with stained glass skylights.

Photo by JO2 Chris Conklin

Miami Sailor named RINC of the Year

Story and photos by JOC Sandra V. Ramirez
NRD Miami

BM2(SW) Juan R. Gonzalez, Navy Recruiting Command's Recruiter in Charge (RINC) of the Year, knows that teamwork is the key to success.

"There is no successful RINC without hard-working recruiters," he said simply. "These guys give it their all. We set our goals ahead of time, and we stick to the plan. When they have to stay until midnight to get a job done, they do it without being asked. I couldn't have a better group to work with. They are the reason I have been selected as RINC of the Year."

Even though Gonzalez was surprised to hear he had won the RINC of the Year title, he wasn't surprised his station, Navy Recruiting Station Hialeah, won the CNRC's Large Station of the Year Award.

"Teamwork is our motto," Gonzalez



Left to right, BM2(SW) Juan R. Gonzalez, STS2(SS) Roy Oro, ABE2(AW) Alexei Roque and DC2(SW) Yenier Ramirez proudly display their achievements on their Navy Recruiting Station Hialeah walls for all to see.

proudly said. "This is the best crew I have ever met. They work hard and show their commitment every day."

One of the most demanding jobs in Navy Recruiting is the RINC position. Gonzalez not only has to bring new Sailors into the Navy, but he also has to train, guide and motivate his recruiters and his Delayed Entry Program members.

"I think a recruiter should be a DEPper's best friend," he said. "When a recruiter takes care of his or her DEPpers, that recruiter is going to be successful."

Gonzalez and his team enlisted 108 qualified men and women last fiscal year. They also obtained 165 percent of basic contracts and kept DEPper and Recruit Training Command attrition rates below eight percent. They now have a DEP Pool of 48 recruits.

Naylia Martinez, a former DEPper who is currently in boot camp, appreciates the guidance she received from Gonzalez and his team.

"The recruiters would always tell us the truth," she said. "They prepared us for boot camp. They always guided us through our DEP quals. I feel I am prepared to be successful at boot camp and in the Navy because of them."

"BM2 has not only been a great leader, but he has been a great friend to me and my family," said STS2(SS) Roy Oro, a fellow recruiter. "He's



An important part of BM2(SW) Juan R. Gonzalez's day is meeting with the local community. Here, he stops at a local café, El Morro.

See Gonzalez on page 19

Former corpsman achieves recruiting excellence

Story by Brian Curtice
NRD Chicago

Four years ago, NCC(FMF) George Johnson gave up his life as a postal service supervisor and returned to active duty to help recruit men and women into the Naval Reserve.

"I'm basically a people person, and I love this job," said Johnson.

In four short years, Johnson has gone from becoming a new Naval Reserve recruiter, to becoming the 2003 Naval Reserve Recruiter in Charge of the Year. Johnson is the head recruiter at Naval Reserve Center Forest Park, Ill., where he is in charge of a team of four other recruiters. The station was also



Photo by PH2(AW) Brett Dawson

NCC(FMF) George Johnson, CNRC Reserve Recruiter in Charge of the Year, receives his award during the ceremony Dec. 4. Pictured L to R: Vice Adm. Gerald Hoewing, Chief of Naval Personnel; Johnson; Mitzi Williams-Johnson, spouse; and Rear Adm. Jeffrey Fowler, Commander, Navy Recruiting Command.

recognized as Region Central Large Station of the Year.

When asked what his secret for success was, Johnson said, "I like to think that there is no one thing. I didn't go out this year aiming to get this award. Instead, I think that it's an accumulation of many things you learn and habits you develop," Johnson said. "I learned not to be wrapped up

around making numbers and to focus on people as individuals," he said. "If you do that right, the numbers just take care of themselves."

"My parents, of course helped me in the beginning, and people I met later have been a great influence along the way."

'Doc', as many people know Johnson, started his Navy career in 1980 as a hospital corpsman. He spent much of seven years serving with various units of the U.S. Marine Corps.

"I was always a good corpsman, but I had a lot to learn about people," he said. "I had a rough time at first, but I was lucky that I had good shipmates that helped straighten me out."

Johnson, a graduate of Hyde Park Career Academy, in Hyde Park Ill., has been a leader at successful Reserve recruiting stations before. Prior to coming to Forest Park, Johnson helped the recruiting station in Highland, Ind., achieve the 2001 Medium Station of the Year award. Also two members of his current team received regional awards for 2003 Diversity Recruiter of the Year and Master-at-Arms Recruiter of the Year.

"Now I get to help train my team members," said Johnson. "I'm lucky I get to work with such great people."



Photo by Brian Curtice

NCC(FMF) George Johnson and NC2(SW) Nyls Meredith, Reserve Area Central Diversity Recruiter of the Year, look over some LEADS.

Wright attains Classifier of the Year

Story by JO2(SW)
Stephanie Soderlund
NRD Dallas

A plaque, which recognizes him as Classifier of the Year 2003, is within arms reach at his office. QMC (SW) Lee M. Wright, of Navy Recruiting District Dallas, said he is proud to receive the award from Navy Recruiting Command.

Wright was selected from approximately 140 other enlisted classifiers in the country for this distinguished award.

Working at the Military Entrance Processing Stations (MEPS) as a recruiter classifier, Wright helps applicants choose a job in the Navy.

"It's a challenge, especially when an



Photo by JO2 Chris Conklin

QMC(SW) Lee M. Wright reads a statue at the Library of Congress during ROY Week in Washington, D.C., Dec. 2 - 4.

applicant is set on a particular job," said Wright. If the applicant does not receive a certain job he or she wants, Wright said he makes sure the applicant knows there's a possibility he or she can try for the job later in their career. "I really enjoy giving someone the opportunity to see how the Navy can help them," said Wright

with a smile.

"He's not only the best classifier in the nation, but he upholds the highest traditions of the U.S. Navy regarding professionalism and customer service," said ITCM(SW) Steven Harbers, NRD Dallas Command Master Chief.

An applicant starts off the day with testing, medical screenings and interviews. After all of this is completed, qualified applicants meet with a classifier. Once is in his office, the applicant chooses a job while Wright takes into consideration the desires of the applicant. When the applicant leaves his office, they know the general aspects of what they will be doing and where they are going in the start of their Navy career.

"I try to give the applicant as much information about their chosen

job as I can," said Wright. "I look to see if there is an available recruiter with the same job and get them to explain the capacities of their job to the applicant."

Wright has classified more than 1,400 applicants in 26 months, while maintaining less than one percent qualified but not enlisted (QNE). He has been instrumental in reducing the number of Navy critical ratings from 30 to six by selling 755 critical ratings. Critical ratings are those jobs that are undermanned and need to be filled by qualified Sailors. Wright did this while maintaining a 54 percent critical rate placement.

Wright joined the Navy in 1989, with inspiration from the movie "Midway."

"After watching the movie, I knew I wanted to



Photo by PH2(AW) Brett Dawson

QMC(SW) Lee M. Wright, CNRC Classifier of the Year, receives his award during the ceremony Dec. 4. Pictured L to R: Vice Adm. Gerald Hoewing, Chief of Naval Personnel; Wright; Emily Wright, spouse; and Rear Adm. Jeffrey Fowler, Commander, Navy Recruiting Command.

See Wright on page 21



Photo by PH2(AW) Brett Dawson

The Roosevelt Memorial in Washington, D.C., was just one of the many memorials the ROY awardees and their spouses visited.

ROY from page 5

R. England, Secretary of the Navy, paid a surprise visit to the recruiters and their spouses while attending the CNO's office call, to thank them for a job well done.

For many of the recruiters and spouses, this was their first time being in the nation's capital, so for these individuals, the experience was particularly exciting.

"I was thrilled to find out that we were coming to Washington, D.C., as a family," said Melissa Ramirez, wife of Active Recruiter of the Year DC1(SW) Yenier Ramirez. "I felt like it was rewarding us as a family to be able to come here. I really enjoyed getting to meet all the admirals and seeing all the sights. I am a new Navy wife, so I think being here allows me to really feel that sense of pride that other Navy wives feel."

The highlight of the week came during a visit to the CNO's office in the Pentagon, where NC1 James Gray, Naval Reserve Recruiter of the Year, was promoted to chief petty officer; and DC2(SW) Yenier Ramirez was promoted to petty officer first class by the CNO.

This year was the first year that the Reserve Recruiter of the Year was also promoted during ROY week.

The ROYs capped off the week with an awards banquet at the Navy Memorial in Washington, D.C., where the active and reserve enlisted Recruiters of the Year received the Lt. Cmdr. Richard H. Dodge Memorial Award for recruiting excellence.

Gonzalez from page 16

also driven. When he took over as the RINC, I remember him telling us how we were going to win station of the year and have fun doing it - he was right on both counts."

Gonzalez considers his recruiters his extended family. He ensures his team gets enough time off to spend with their families - something that is not easy to do because of all the responsibilities a recruiter has. But as a married father of two, he knows how important it is for his recruiters to have time off.

"Actually, my wife should be the one awarded because of all the sacrifices and the patience she has had throughout this fiscal year," Gonzalez said. "I believe that communication and quality time versus quantity is what counts, and I make sure my guys get that quality time with their families. It's an important part of our success."

Another part of his success is earning the respect of everyone he comes in contact with.

"I have learned a lot of things from BM2," said ABE2(AW) Alexei Roque, a fellow recruiter. "I can honestly say that his most important trait is the ability to stand up for his subordinates and being able to always help us or guide us when we need it the most. He has definitely shown me leadership."

The Tegucigalpa, Honduras, native always attributes his success to his team. Those who know him will tell you that he is not only a success because of his team but also because of whom he is as an individual.

Ramirez from page 8

confidence and charisma go a long way,” said STS2(SS) Roy Oro, Ramirez’s co-worker. “He has both, and I think that’s his secret to success.”

Ramirez considers his job as a recruiter a great opportunity. It has helped him realize how the Navy is the best career he could’ve chosen and that motivates him when talking to the young people in his community.

“Recruiting has opened my eyes on how great the Navy is,” he explained. “Once you’ve dealt with certain circumstances in people’s lives and learn about the struggles they’ve gone through, it really makes you appreciate that you are a part of the world’s finest Navy.”

Knowing first-hand that there are challenges for Hialeah’s young men and women inspires Ramirez to reach out and talk about the many opportunities the Navy has to offer. This has made him a role model in the community. He remembers a homeless 18-year-old whose parents were both in prison. The young man lived under a bridge with two younger brothers.

“I helped him get into a homeless shelter at my church until the day came for him to go to Recruit Training Command. I feel like I



Photo by PH2(AW) Brett Dawson

DC2(SW) Yenier Ramirez and his wife, Melissa, visit the Jefferson Memorial during ROY Week.

made a huge difference in his life. I helped him build a path towards a successful future,” Ramirez said.

Naylia Martinez, a graduate of Miami Springs Senior High School and a former DEPper who recently left for boot camp, will never forget her recruiter. “[Ramirez] told me the Navy has a lot of opportunities, but that I have to work hard and earn success,” Martinez said. “He told me how things are. He’s like a big brother to me.”

“At boot camp, I felt like I knew a lot more than the other recruits,” said SA Denise Nuñez, who recently graduated from boot camp. That’s

because Petty Officer Ramirez told me how important it was to study my DEP PQS book before I left for boot camp. I studied it, and it really helped me. He also answered all my questions when I didn’t understand something. He helped me a lot.”

Helping others is something that Ramirez will continue to do. He said he will remain focused on his mission and have fun at the same time.

“He’s a professional and does his job with great confidence,” Gonzales said. “After all, he’s a damage controlman; he will not let the ship sink without giving his all in order to save it.”



Photo by PH2(AW) Brett Dawson

Lt. Jimmy Ryals, CNRC Officer Programs Recruiter of the Year, receives his award during the ceremony Dec. 4. Pictured L to R: Vice Adm. Gerald Hoewing, Chief of Naval Personnel; Ryals; Brenda Ryals, spouse; and Rear Adm. Jeffrey Fowler, Commander, Navy Recruiting Command.

Ryals from page 10

ing in racially diverse markets.

“I didn’t set out to recruit diversity. I just went out to recruit. The fact of the matter is that the best and brightest will go to college. If what you’ve done in the past isn’t working then you’ve got to do something different,” Ryals said. “You’ve got to go where the people are. Yes, you might have to come out of your comfort zone to do it.

“There was an old political saying ‘All politics is local.’ I change that to ‘All recruiting is local.’ You have to reach people in their environment. You have to go there and deliver that message yourself.”

He said that he’s heard the excuses in the past of diversity markets “not being competitive” or “not being well-received.”

“It offended me, but I made my mind up to prove that there are tons and tons of qualified people out there.”

After all, Ryals said, it boils down to one thing.

“Every single person out there deserves a chance.”

Dickey from page 12

their people,” he said.

What is his take on motivation and success?

“It’s about building a good group of RINCs and recruiters who enjoy being successful,” he said. “There is no better feeling than seeing my recruiters get promoted and recognized for their achievements.”

Families also play an important role in the life of anyone on recruiting duty.

“My family has always been supportive of me and my work,” said Dickey. “Successful recruiting requires a lot of time at work, away from the family. If it wasn’t for my wife and kids urging me to keep going, I would not be where I am today.”

Recruiters have a tough job, but when a young man or woman joins the Navy, it is typically because of the recruiter.

“There are numerous educational opportunities plus the chance to travel, learn responsibility, leadership and management skills,” said Dickey. “One of the main



Photo courtesy of NRD Houston

NCC(SW) Gregory Dickey poses with NRD Houston’s Zone Central. First row (l to r): AM2(SW) Ramiro Alaffa, DK1 (SW/AW) Jeffrey Bryant, HM3 Dekeshiwa Shelby, OS2(SW) Dante Amador, DT3 Jovan Rodriguez, CE2(SCW/SW) Juan Navarro, ABH3(SW) Gabriel Gonzales, Dickey and ETC(SS) Martin Castaneda. Second row (l to r): YN2(SW) Dwayne Smith, AO2 James Mayfield, YN2(SW/AW) Rogelio Acuna, EM2(SW) Michael Reed and MN1 James Longtin. 3rd Row (l to r): STG2 Michael Moore, DC2(SW) Travis Huff, ABH1(AW) Carl Clay, NC1(SW) Mario Laracuenta and NC1 Brad French.

reasons people join is they want to be like their recruiter.”

Twenty years ago, Dickey enlisted and became an electrician’s mate, and nine years ago, he tried his hand at recruiting, decided he liked it and stuck with it. Six years ago, he converted to Navy Counse-

lor. The Pensacola, Fla., native said he chose to stay with recruiting because he enjoys making a positive impact on someone’s life.

“I’ve stayed with it because I still believe the Navy is the best place for young people to start their life.”

Wright from page 18

do something in life bigger than myself, and the young Sailors in the movie and other Navy movies helped me recognize just that,” he said.

This is Wright’s second assignment in Navy recruiting. He was attached to NRD Columbus, Ohio, as a field recruiter.

“Active listening and empathy are important elements of leadership. Navy Recruiting provides Sailors the opportunity to hone these skills and become better leaders,” said Wright.

Wright joined the Navy with no high school diploma, and this spring he will get his bachelors degree in business administration. Wright also said he has a loving family and a nice home, which was made possible by the opportunity given to

him in the Navy.

“I am trying to give back to the Navy what it has given to me. The privilege I have to serve the people of the United States is a challenging and rewarding experience for me,” Wright said. “I enjoy working with people, and being able to give someone an opportunity that they never had before; it’s very satisfying.”

After attending Recruit Training Command, Great Lakes, for boot camp in 1989, he headed to his first command USS Crommelin (FFG 37). Wright left Crommelin in 1993 to attend Navy Recruiting Orientation Unit (NORU) Pensacola, Fla. After graduating NORU in January 1994, he went to his first assignment at a Navy Recruiting District as a recruiter for NRD Columbus, Ohio. Wright then went on to his

second ship, USS Ross (DDG 71) in January 1997 until May 2001. He attended NORU again prior to going to NRD Dallas.

Some of Wright’s professional accomplishments include a letter of commendation for his performance during combat operations in support of Operation Noble Anvil, two Navy achievement medals from USS Ross (DDG 71) and two other Navy achievement medals from the commanding officer of NRD Dallas. Wright also qualified as officer of the deck aboard USS Ross in 2001. He was selected as classifier of the year 2001 for NRD Dallas.

“Recruiting quality people into our Navy greatly affects readiness and the public perception of our Navy,” Wright said. “This pushes me to learn and strive for excellence every day.”



Photo by PH2(AW) Brett Dawson



Photo by PH2(AW) Brett Dawson

Above: Adm. Vern Clark, Chief of Naval Operations, speaks with ROY awardees during a visit to the Pentagon Dec. 4.

Left: The Jefferson Memorial is one of the many sites the ROY awardees and their families saw during the week in Washington, D.C.

Right: A guard at the Tomb of the Unknown Soldier marches at this post.

Below: The ROY awardees read the monument honoring those who died at the Pentagon on September 11, 2001, at Arlington National Cemetery.

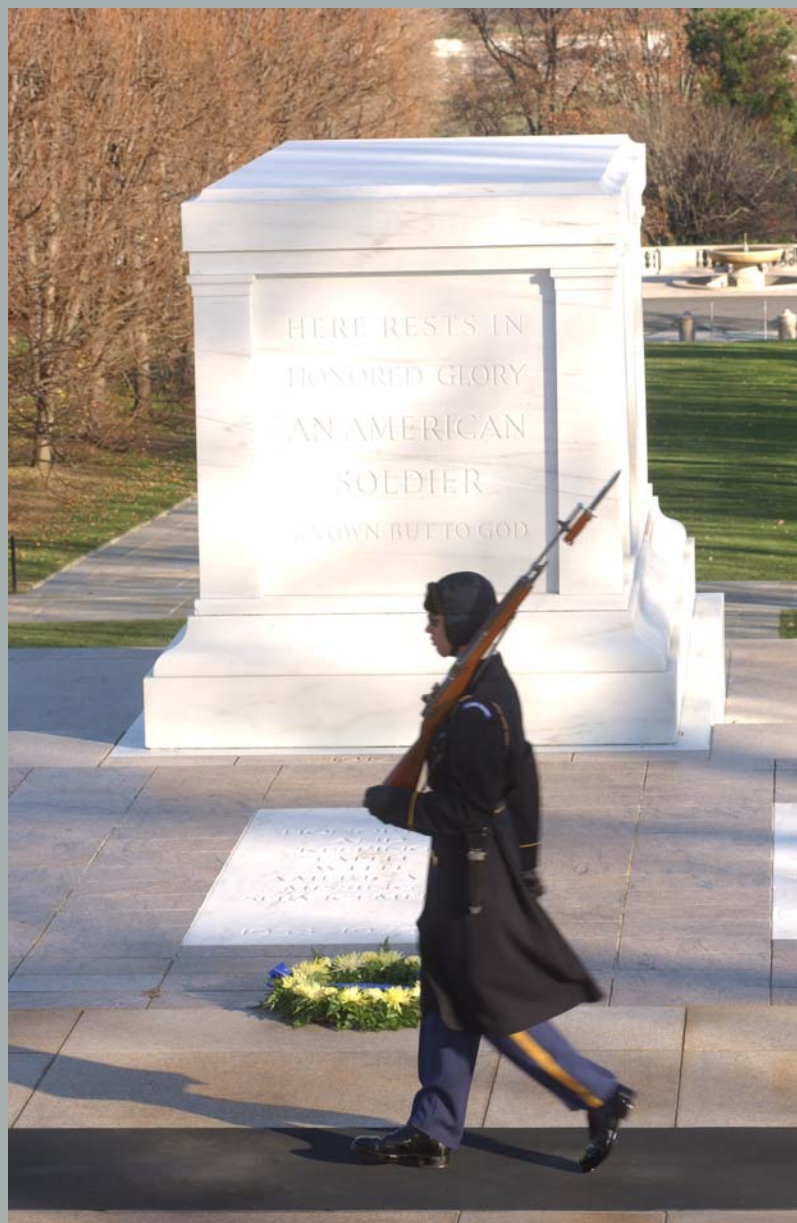


Photo by PH2(AW) Brett Dawson



Photo by PH2(AW) Brett Dawson



Photo by PH2(AW) Brett Dawson



Photo by PH2(AW) Brett Dawson



Photo by JO2 Chris Conklin

Top Middle: The ROY awardees look at the graves during a visit to Arlington National Cemetery Dec. 2.

Above: Vice Adm. Gerald Hoewing, Chief of Naval Personnel, speaks with the ROY awardees during an office call Dec. 3.

Right: A guard, NC1 James Gray(center) and DC2(SW) Yenier Ramirez salute during a wreath-laying ceremony at the Tomb of the Unknown Soldier Dec. 2.

Top Right: The ROY awardees visit the Library of Congress during the week in Washington, D.C.



Photo by PH2(AW) Brett Dawson

Consolidation of Active and Reserve Recruiting moves ahead with prototype

CNRC Public Affairs

Recruiter of the Year Week has honored the Reserve components of recruiting for the first time demonstrating how the consolidation of Navy Recruiting and Naval Reserve Recruiting Command is moving into all areas of recruiting. The consolidation will maximize the operational effectiveness in all Navy Recruiting activities and create efficiencies.

The consolidation of CNRC and CNRRC has moved into Phase III, which addresses organizational realignment and the proper positioning of the recruiting resources to meet both recruiting missions. It will require some relocation for Active and Reserve organizations, but such adjustments will only be

accomplished after full consideration of personnel, material and operational impacts.

A prototype will begin Feb. 1 at NRD Montgomery for Total Force Recruiting Enlisted Programs. This prototype will provide the "lessons learned" practices that the command needs before implementing Total Force Enlisted Recruiting nationwide.

The NRD prototype will have Active and Reserve recruiting stations reporting to a single, consolidated chain of command comprised of both Active and Reserve personnel. Each of Montgomery's seven zones will contain both Active and Reserve recruiting stations.

Each Zone Supervisor, five Active and two Reserve, will

supervise Active and Reserve stations and be held accountable for both Active and Reserve mission accomplishment.

A new position, Reserve Programs Coordinator, is added to the Enlisted Programs Department to bring Reserve Recruiting corporate knowledge into the district's Enlisted Programs Department.

Some of the advantages of the prototype include allowing the command to confine and overcome issues in a single location. Existing policies and procedures may require revision in a consolidated environment. The prototype will provide the model for an implementation plan to transition to Total Force Recruiting nationwide.

The test period of the prototype runs through September 2004.



MCPON Visit

Terry Scott, Master Chief Petty Officer of the Navy, speaks with Rear. Adm. Jeffrey Fowler, Commander, Navy Recruiting Command, and the ROY awardees during an office call Dec. 2.

Photo by PH2(AW) Brett Dawson

Navy NASCAR team to kick off full season on Valentine's Day

CNRC Public Affairs

The Navy and the FitzBradshaw Racing Team start a full racing season Feb. 14 at the Hershey's Kisses 300 in Daytona Beach, Fla.

The No. 14 Navy "Accelerate Your Life" Chevrolet Monte Carlo is driven by Casey Atwood.

The racing and show vehicle haulers are used as traveling

billboards emphasizing Navy Recruiting's slogan, "Accelerate Your Life," its toll-free recruiting phone number, 1-800-USA-NAVY, and the recruiting web site address, NAVY.COM, are displayed to make the most of the Navy/NASCAR partnership.

For more information about FitzBradshaw Racing, see www.fitzbradshawracing.com.



Photo by PH2(AW) Brett Dawson

The No. 14 Navy "Accelerate Your Life" Chevrolet Monte Carlo speeds around the track.

Navy NASCAR Race Events

<u>Date</u>	<u>Race</u>	<u>Location</u>
14 Feb.	Hershey's Kisses 300	Daytona Beach, Fla.
21 Feb.	Rockingham 300	Rockingham, N.C.
6 March	Sam's Town 300	Las Vegas, Nev.
20 March	Darlingtonraceway.com 200	Darlington, S.C.
27 March	Bristol Motor Speedway	Bristol, Tenn.
3 April	O'Reilly 300	Ft. Worth, Texas
10 April	Pepsi 300	Nashville, Tenn.
24 April	Aaron's 312	Talledega, Ala.
1 May	1-800-Pit-shop.com 300	Los Angeles, Calif.
8 May	Gateway International Raceway	St. Louis, Mo.
14 May	Richmond International Raceway	Richmond, Va.
23 May	Nazareth Speedway	Nazareth, Pa.
29 May	Carquest Auto Parts 300	Charlotte, N.C.
5 June	Dover International Speedway	Dover, Del.
12 June	Nashville 300	Nashville, Tenn.
19 June	Meijer 300	Sparta, Ky.
27 June	The Milwaukee Mile	Milwaukee, Wis.
2 July	Winn-Dixie 250	Daytona Beach, Fla.
10 July	Twister 300	Chicago, Ill.
24 July	New England 200	Louden, N.H.
31 July	Pikes Peak Int'l Raceway	Colorado Springs, Colo.
7 Aug.	Indianapolis Raceway Park	Indianapolis, Ind.
21 Aug.	Cabela's 250	Brooklyn, Mich.
27 Aug.	Food City 250	Bristol, Tenn.
4 Sept.	Californiaspeedway.com 300	Los Angeles, Calif.
10 Sept.	Funai 250	Richmond, Va.
25 Sept.	Dover International Speedway	Dover, Del.
9 Oct.	Mr. Goodcents 300	Kansas City, Kan.
15 Oct.	Little Trees 300	Charlotte, N.C.
23 Oct.	Sam's Town 250	Memphis, Tenn.
30 Oct.	Aaron's 312	Atlanta, Ga.
6 Nov.	Basha's Supermarket 200	Phoenix, Ariz.
13 Nov.	South Carolina 200	Darlington, S.C.
20 Nov.	Ford 300	Miami, Fla.

Best Stations of the Nation

November

NRD Atlanta

Douglasville
Columbus
Duluth
Georgetown
Orangetown
Dublin
Newnan
Griffin
Jonesboro
South Dekalb
Conyers
Stone Mountain
Aiken
Myrtle Beach
Summerville

NRD Chicago

Waukegan
East Dundee
Rockford
Hyde Park
Oaklawn
Harvey
Merrillville
Kankakee
Joliet
Aurora
Downers
Grove
Galesburg
Pekin
Sterling
Janesville
Milwaukee
Racine
Waukesha
Burlington
Greenfield

NRD Houston

Lufkin
Leesville
Huntsville
Alvin
Lake Jackson
Rosenberg
Lake Charles
Baytown
Humble
Pinemont
Longview
Cleveland
Pasadena

NRD Indianapolis

Auburn
Bedford
Dayton Main
Dayton North
Eastgate
Fort Wayne
Huber Heights
Kokomo
Maysville
North College Hill
Pleasant Ridge
South Bend
Terre Haute
Xenia

NRD Jacksonville

Bainbridge
Thomasville
Gainesville
Valdosta
Lake City
Statesboro
Daytona Beach
Hinesville
Palatka
Orange Park
Leeburg
East Orlando
West Orlando

NRD Miami

Arecibo
Brandon
Downtown Tampa
Ft Pierce
Hialeah
Hollywood Jensen
Beach
Kendall
Key West
Margate
Naples
North Miami Beach
Northwest Tampa
Pembroke Pines
Perrine
Plantation
Port Charlotte
Port Ritchie
Saint Croix
Saint Petersburg
San Juan
Sarasota

South Ft Myers
South Miami
West Palm Beach

NRD Michigan

Bay City
Battle Creek
Gaylord
Grand Blane
Mt Pleasant
Niles
Sterling Heights
Taylor-Southgate
Three Rivers
Warren
West Branch

NRD Minneapolis

Burnsville
Coon Rapids
Duluth
Grand Rapids
Hibbing
Houghton
Mankato
North St Paul
Rochester
St Cloud
West End

NRD New Orleans

Alexandria
Chalmette
City Park
Mountain Home
North Little Rock
Searcy
Slidell
Texarkana
Veterans

NRD Ohio

Toledo
Lorain
Lakewood
Boardman
Columbus West
Akron
Chillicothe
Miracle Mile
Mentor
North Olmsted
East Cleveland
Warren
Zanesville
Elyria

Medina
Columbus North
Lima
Wooster
Parkersburg

NRD Omaha

Minot
Rapid City
Kearney
Lincoln
Columbus
Council
Bluffs
Bellevue
Moline

Cedar Rapids

NRD Philadelphia

Annapolis
Bel Air
Cantonsville
Center City
Dover
Easton
Frederick
Huntington Valley
Levittown
Norristown
Pottstown
Silver Spring
West Chester

NRD Phoenix

Albuquerque
Alamogordo
Arrowhead
Christown
Durango
Farmington
Marana
Showlow
Sierra Vista
Superstition

NRD Raleigh

Asheville
Burlington
Cary
Danville
Gastonia
Clinton
Martinsville
Morganton
Monroe
Raleigh

Sylva
Goldsboro
Rocky Mount
Smithfield
Wilkesboro
Wilmington

NRD San Antonio

Crossroads
Hollywood
Park
Kerville
San Antonio
College
Copperas Cove
Marble Falls
Kingsville
South Corpus
Christi
Del Rio
Mercado
Harlingen
McAllen

NRD San Francisco

Vacaville
Yuba City
Redding
Fremont
San Mateo
Grass Valley
Almaden
Santa Cruz
Fresno
Porterville
Daly City

NRD Seattle

Bellingham
Skagit Valley
North Gate
Tacoma Mall
Port Angeles
Federal Way
Puyallup
Aberdeen
Coeur D'Alene
Colville
Moses Lake
Lewiston
Walla Walla
Missoula
North Anchorage
Fairbanks
Soldotna

Admiral's Five Star Recruiters November

NRD Michigan

FC1(SW/AW) Brad
Hedges

NRS Hedges

NRD Ohio

IC1(SW/AW) Todd
Hall

NRS Lakewood

EN2 Arthur Dennis

NRS Columbus
West

NRD Omaha

CE3(SW) Joseph J.
Coles

NRS Omaha

NRD Phoenix

AO2(AW/SW)

John P. Garcia

NRS Rio Grande

NRD San Antonio

DT3 David Garcia

NRS Crossroads

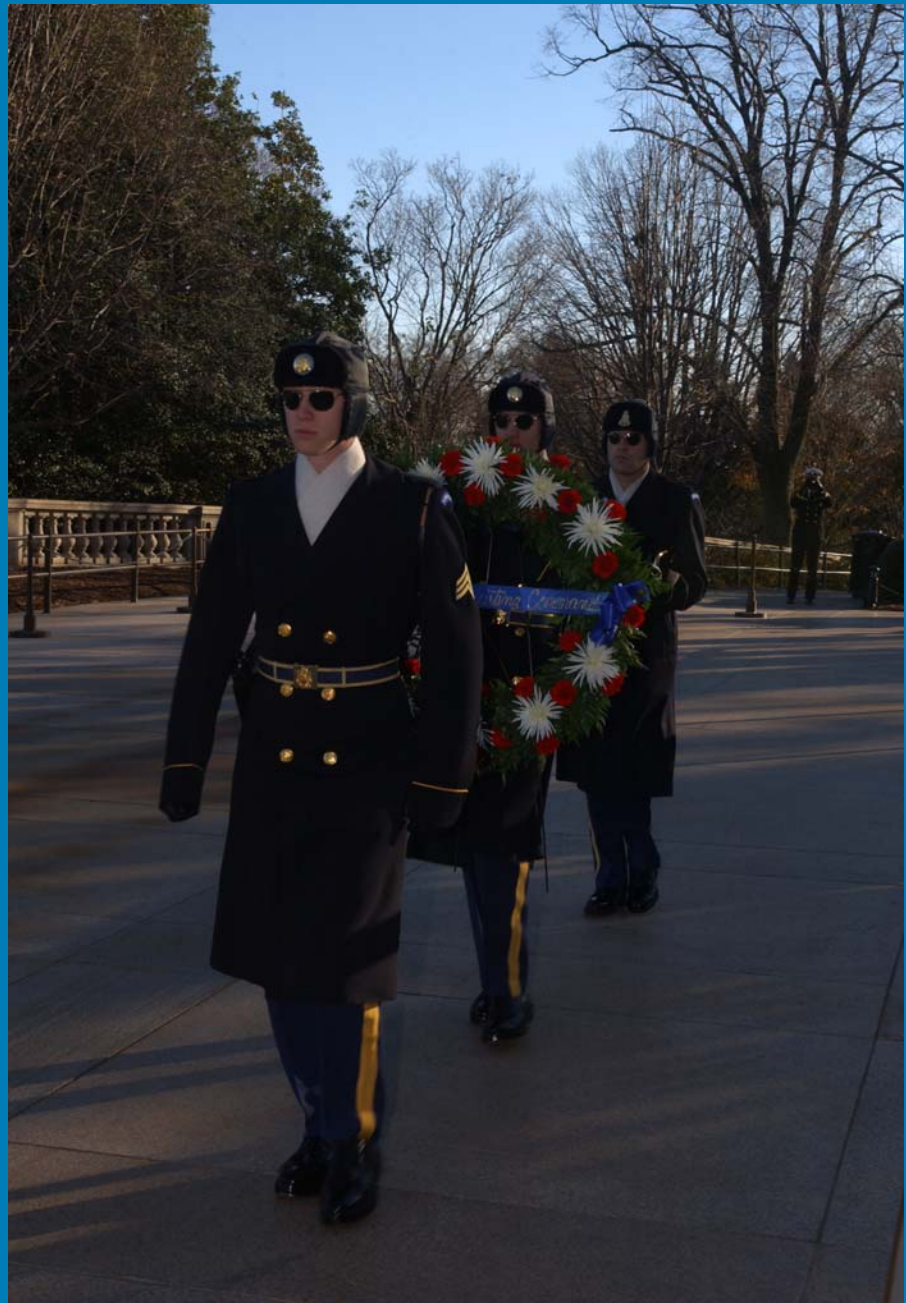


Photo by PH2(AW) Brett Dawson

Guards at the Tomb of the Unknown Soldier carry a wreath to be presented by the Recruiters of the Year Dec. 2.

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